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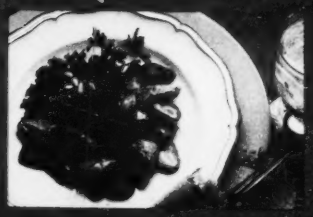
PIECES OF '88: R&I'S BRIGHT IDEAS AND USEFUL INFO...30



R&I Report: Growth potential in Hispanic market.....22
Calendar: Mardi Gras and other 1989 celebrations....40
Product review: Best items and ideas of 1988.....105

DECEMBER 23, 1988

Contents: diary sources
Dear Sam.....58

A Cahners publication serving the total foodservice industry

RESTAURANTS & INSTITUTIONS

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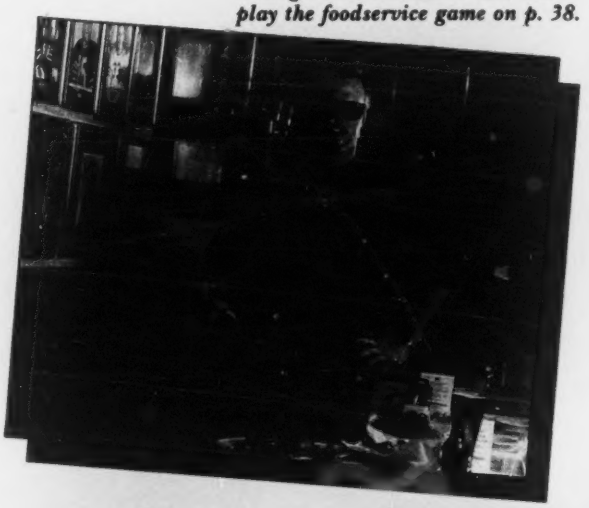
WARM DISHES BRING
WINTER CHEER

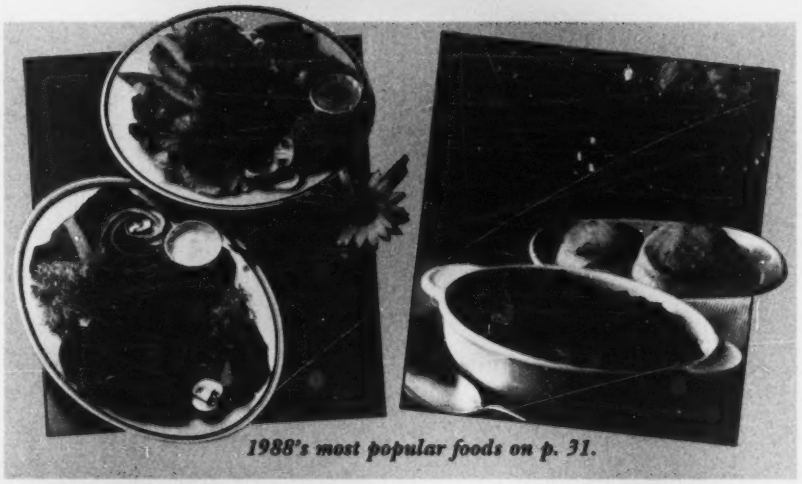
DEC. 23, 1988

CONTENTS

Vol. 98 No. 31

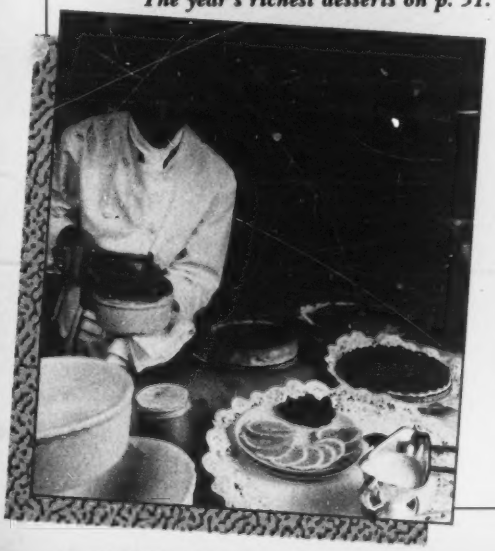
Chicago Bear McMahon and others play the foodservice game on p. 38.





1988's most popular foods on p. 31.

The year's richest desserts on p. 31.



Restaurants & Institutions: winner of more Neal Awards than any other foodservice magazine.

COMMENTS
The French know how . . . 9
Operations in this issue 9

VIEWPOINT
The foodservice agenda 12

R&I FORUM
Operator's opinion 16

R&I REPORT
Marketing: Hispanic growth offers opportunities 22
Education: Foundation responds to training needs 26

R&I EXCLUSIVE
Operators Guide: "Pieces of '88" is a potpourri of facts, fads and fancies that *R&I* editors have collected throughout the year. You'll find food and service ideas, tips for saving time and money, lists that sum up the market and its trends. 30

EQUIPMENT
Ice Machines: The right machine takes the chill out of ice production 66

MARKETPLACE
Menu Merchandising: Fruit heightens entree flavors 88
Fruit in Entree Products 96
Product Development: Insta-Clens hand-cleansing system keeps things clean 100
Buyers Mart: *R&I* reviews the best in 1988 products 105

CLASSIFIED ADS
Buying, selling, changing jobs 126

ACTION EXPRESS
For product information 132

ADVERTISERS INDEX
Where to find ads in this issue 132

READER SERVICE CARD
To send for more information 133

ABOUT THE COVER
That special dessert, served with warmth and taste, will give customers a holiday glow.

Food Facilities & Energy News, a service of the American Gas Association, follows page 68

PIECES OF '88

continued from page 40

HELP WANTED

MOST SUCCESSFUL RETENTION TACTICS

Retaining managers is a top priority for most restaurants and institutions. Here are some proven ways to succeed:

▶Implement merit bonuses and tie more regular salary reviews to performance.

▶Offer profit-sharing incentives and/or stock ownership (owners perform better).

▶Identify competencies critical to job success and conduct interviews to see if candidates have compatible abilities and personalities.

▶Provide clear job descriptions; instill a greater sense of company pride; develop an employee advisory board.

These are some of the best methods for keeping hourly workers on the job:

▶Pay starting salaries comfortably above the minimum wage, offer generous benefits plans and provide flexible working hours.

▶Start an educational assistance program and provide a formal career path.

▶Base a bonus plan on length of service and recognize achievements to raise self-esteem.

▶Redesign uniforms to please young employees.

The latest in retention tools, foodborne illness factors and recommended reading.

Few factors contribute to most foodborne illnesses.

LEADING CAUSES OF FOODBORNE ILLNESS

An investigation of 660 outbreaks of foodborne disease in foodservice establishments (1973-1982) identified these culprits:

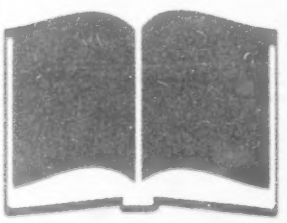
Contributory factor	No.	%
Improper cooling	366	55.8
Lapse of 12 or more hours between preparing and eating	203	30.8
Colonized person handling implicated food	160	24.2
Inadequate reheating	130	19.7
Improper hot holding	107	16.2
Contaminated raw food/ ingredient	58	8.8
Obtaining food from unsafe source	42	6.4
Cross contamination	31	4.7

Source: Dr. Frank Bryan, Food Safety Consultation and Training, Tucker, Ga.

BOOKS NO KITCHEN SHOULD BE WITHOUT

We asked Barry Bluestein, part owner of Season to Taste Books Ltd. in Chicago, to recommend a list of books essential to every restaurant kitchen:

The Baby Cookbook
Karin Knight R.N. and Jeannie Lumby
The Classic Chinese Cookbook
Mai Leung
Cook's Ingredients
Philip Powell and Adrian Bailey
Food for Fifty
Grace Shugart, Mary Molt and Maxine Wilson
Gourmet Cooking Without Salt
Eleanor P. Brenner
Kitchen Herbs
Sal Gilbertie
Larousse Gastronomique
Jenifer Harvey Lang
Mastering the Art of French Cooking (vols. I and II)
Julia Child
More Classic Italian Cooking
Marcella Hazan
Nantucket Open-House Cookbook
Sarah Leah Chade
The New Laurel's Kitchen
Laurel Robertson, Carol Finders and Brian Ruppenthal
The New York Times Cookbook
Craig Claiborne
Paula Wolfert's World of Food
Paula Wolfert
The Roux Brothers on Patisseries
Michael and Albert Roux
Wine
Hugh Johnson



continued on page 48

ACTION EXPRESS

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ADVERTISING INDEX

For more information on the products advertised and featured in this issue, circle the number indicated on the Reader Service Card.

Advertiser	Inquiry No.
Above View, Inc. (p.124)	47
Allen Canning (p.41-43)	14
Alto-Shaam, Inc. (p.49-54)	16,17,18,19
American Gas Association (p.69-84)	190,235-240
American Gas/Hobart (p.IBC)	54
American Gas/Midco Int'l., Ember-Glo® Division (p.121)	40
Ameritech Public Communication (p.84-D)	58
Anchor Hocking (p.45)	15
Athens/Apollo Food Group, Inc. (p.123)	43
Avoco (p.119)	39
Avtec Industries, Inc. (p.125)	52
Bridgford Foods (p.23)	11
Buffalo China, Inc. (p.3)	1
Bunge Edible Oil Corp. (p.17)	8
Calavo Growers of California (p.24-25)	12
Carnation Co., Foodservice (p.102-103)	32
Classified (p.126-130)	
Coco Lopez (p.122)	41
Commercial Aluminum Cookware Co. (p.104)	33
Dixie Crystals/Savannah Food & Industries, Inc. (p.86-87)	29
Durkee Foodservice Group (p.117)	38
Durkee-French Foods, Inc. (p.107)	34
Equal Low Calorie Sweetner (p.6-7)	3
Fort Howard Corporation (p.18-19)	9
Georgia Pacific (p.64-65)	26
Grey Poupon, Nabisco Brand (p10-11)	5
The Hall China Co. (p.60)	23
Hobart/American Gas (p.IBC)	54
Hunt-Wesson Foodservice Div. (p.5,8)	2,4
Katchall Industries, Inc. (p.123)	42
Keating, of Chicago, Inc. (p.125)	53
Kellogg Company (p.39)	
Kold-Draft (p.111)	36
Lawry's Foods, Inc., Food Service Div. (p.108-109)	35
Marzetti Company, T. (p.84-C)	57
Midco Int'l., Ember-Glo® Div., American Gas (p.121)	40
Molded Fiber Glass Tray Co. (p.125)	51
Nabisco Brands Inc., Foodservice Div. (p.10-11)	5
National Federation of Coffee Growers of Columbia (p.BC)	55
National Honey Board (p.98-99)	31
Ocean Garden Products, Inc. (p.13)	6
Oneida, Ltd. (p.113)	37
Ore-Ida Foods, Inc. (p.27-29)	13
Pierce Foods Corp. (p.46-47)	50
Pioneer Flour Mills (p.56,57)	20,21
Pittsburgh Corning (p.124)	46
Ragu Foodservice (p.20-21)	10
Riceland Foods (p.58-59)	22
Rich Products Corporation (p.95,97)	30
Savannah Foods & Industries Inc./Dixie Crystals (p.86-87)	29
Sherman Specialty Co. (p.125)	49
The Southern Company (p.84-A-84-B)	56
Southern Ca., Gas (p.84-F-84-G)	59
Sugar Foods Corp. (p.14-15)	7
Taylor Woodcraft (p.123)	44
Tomlinson Industries (p.124)	48
Tyson Foods, Inc. (p.34-35,36-37,90-91,92-93)	100
Uncle Ben's Foods (p.IFC)	
Vogt Machine Co., Henry (p.67)	27
Vulcan-Hart (p.68)	28
Weaver Foodservice (p.61)	24
Welbilt Corp. (p.62-63)	25
Winston Products Co. (p.123)	45

PRODUCT RETRIEVAL

FRUIT IN ENTREE PRODUCTS

Page 96	Inquiry No.
Pineapple (Dole Packaged Foods)	338
Washington Apples (Washington Apple Commission)	337

continued on page 131

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